Bakery, Confectionery, Tobacco Workers and Grain Millers International Union

BCTGM News

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the PRESIDENT'S MESSAGE

Forging a POWERFUL Workers' Movement

In early September, International Secretary-Treasurer Steve Bertelli and I had the honor of leading the BCTGM delegation to the 27th Constitutional Convention of the AFL-CIO in Los Angeles. I have been attending AFL-CIO Conventions for more than 20 years and have always found them to be productive in advancing labor's cause.

"We must begin, here and now, today, the great work of reawakening a movement of working people..."

—AFL-CIO President Richard Trumka
September 9, 2013

This Convention though, had a different atmosphere and felt even more consequential than those of the past. There was a clear sense of urgency in the Convention Hall. The delegates were well aware that we were meeting at a time when the very viability of the American labor movement is being threatened by multi-national corporations that search the world for the cheapest labor, far right- wing billionaire industrialists determined to get rid of any legitimate government oversight of their operations and global financial behemoths whose greed and recklessness know no bounds.

These enemies of the middle class know that unions stand as the only impediment to their achieving the goal of concentrating greater wealth and power in the hands of the smallest, most privileged sliver of society. As such, they are engaged in a concerted and aggressive effort to put the labor movement out of business.

But, despite this treacherous landscape, the Convention also generated an uplifting spirit of determination, creativity and solidarity. The delegates, knowing that we face historic challenges, absolutely took to heart the Convention's theme, "Dream. Innovate. Act.".

This was a working Convention, marked by vigorous and substantive deliberation on every issue of importance to workers and their families. The Convention encouraged a realistic and honest assessment of where we stand today as a movement and what actions need to be taken to ensure that organized labor remains the beacon of hope for all those workers who simply want a fair shake, to earn a decent living, take care of their families and enjoy a dignified retirement.

Through the leadership of the AFL-CIO and the hard work and dedication of the delegates, the Convention forged a comprehensive strategy to confront our adversaries and meet our challenges from a position of strength.

At the heart of labor's action plan is the development of a broad, inclusive workers' movement that reaches beyond the affiliates' current membership base. This movement must be large enough and powerful enough to force the enactment of government policies which revitalize the middle class through a robust agenda for shared prosperity.

Central to this agenda is the realization of the fundamental right of all workers to organize and bargain collectively for a better life for themselves and their families without fear of intimidation, coercion, harassment and retribution from their employers.

The Convention took bold action to begin the process of building a long-term and dynamic partnership with national, state and local organizations that share labor's commitment to workers' rights and economic and social justice for all Americans.

Labor's current membership numbers combined with the overwhelming financial resources of our adversaries necessitate that we join forces more closely with our natural allies in the progressive movement to impact the government policy process more forcefully; in much the same manner as this same coalition has shaped the political process so successfully in recent years.

The BCTGM delegates left this excellent labor Convention energized and with a renewed confidence in the future for working families. I believe that in the years ahead, we and those who come after us, will look back at the 2013 AFL-CIO Convention and see it as a turning point in the long and difficult struggle for a fairer, more just America.

I am proud of the role the BCTGM delegation played in helping to make this Convention a success and know that our Union will be at the forefront of turning the Convention's goals into reality.

David B. Durkee
BCTGM International President

BCTGM News

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ALEC Bills in 2013 Fuel RACE TO THE BOTTOM in Wages and Workers' Rights

One of the most influential organizations which connect state legislators with corporate money and corporate think tanks to influence pro-corporate, anti-union state legislation is the secretive American Legislative Exchange Council, often known as ALEC. Funded by some of the largest corporations based in the United States, ALEC takes the policy ideas of corporate-friendly think tanks, trade associations and right-wing politicians and turns them into hundreds of "model legislation" bills. ALEC legislation undermines unions, blocks environmental protections, rolls back civil rights, infringes on workers' rights, limits government regulation of corporations, privatizes public services and more.

As working Americans speak out for higher wages, better benefits and respect in the workplace, a coordinated, nationwide campaign to silence them is mounting—and ALEC is at the heart of it.

Key findings about ALEC bills passing in states across the country, as reported by Center for Media and Democracy's ALEC Exposed:

- **117 bills to enact "right-to-work-for-less" laws,** pre-empt local living or minimum wage ordinances, privatize public services, eliminate defined-benefit pension plans, or undermine the rights of workers to collectively bargain. Fourteen of these passed.
- **11 states introduced bills to prevent or eliminate** local paid sick leave ordinances.
- **52 bills to create or tighten voter ID laws** that reduce voter participation. Five of these passed.
- **139 bills to weaken public education** by transferring taxpayer money to for-profit private schools and other methods. Thirty-one of these passed.
- **71 bills to make it harder for citizens to hold corporations responsible** when their products or services injure or kill consumers. Fourteen of these passed.
- **77 bills that weaken environmental protections** or lower state investments in renewable energy. Seventeen of these passed.

Meanwhile, America's working families are standing up and fighting back against ALEC's extreme agenda.

BCTGM International President David Durkee traveled to Chicago on August 8 to march with BCTGM Local 1 members and other members of the Chicago Federation of Labor to protest ALEC's continued anti-worker agenda. "Union members have seen firsthand what happens when shady corporate interest groups write the laws," he said."We saw an unprecedented attack on workers' rights in Ohio, Wisconsin, Indiana, Michigan and many other states where our members live and work. All of these attacks have ALEC's fingerprints on them," notes Durkee.



BCTGM International President David Durkee joined with members of BCTGM Local 1, the Chicago Federation of Labor and various allies at a rally to protest the American Legislative Exchange Council's (ALEC's) 40th Anniversary Meeting in Chicago. ALEC is leading conservative efforts to roll back the rights of working families.

AFL-CIO 2013 CONVENTION

a movement of

ALL WORKERS

More than 1,600 delegates from 57 unions and allies from community partners, progressive groups and global unions, attended the AFL-CIO's Quadrennial Convention in Los Angeles, September 8-11.

The BCTGM delegation to the convention included BCTGM International President David Durkee, International Secretary-Treasurer Steve Bertelli, International Vice President James Rivers, Local 53 (New York, N.Y.) President Joyce Alston, Local 37 (Los Angeles) President Felipe Lopez and Local 114 (Portland, Ore.) Business Agent Shad Clark. Assistant to the International President, Harry Kaiser, served as an alternate delegate.

In his keynote address to the 2013 AFL-CIO Convention, Trumka said, "What we have done yesterday cannot limit what we do tomorrow. Now is not the time to settle for small steps. If we are going to move forward, we have to challenge ourselves….This is America. It is time we value work—not wealth, not greed—work and the people who do the work."

The convention's debates, resolutions, action sessions and other actions centered on building a strategy for "winning broadly shared prosperity."

Pointing out that for decades, "the working class was the middle class," Trumka said that growing economic inequality means that's no longer true.



The BCTGM International Union delegation to the AFL-CIO's Quadrennial Convention, September 8-11.

"Here's the truth we live everyday: We work harder, we work longer hours. We create more—more goods, more services, more of everything—and yet most of us earn less. Less than we did five years ago. Less than we earned 15 years ago. Barely more than we earned 35 years ago."

He acknowledged that working families face powerful enemies such as the Koch brothers, the American Legislative Exchange Council (ALEC), Wall Street and the wealthy, "forces who want our country to be run by and for the rich, forces that have systematically stripped workers of power and pushed wages and benefits down: But greed and privilege and hate have always been with us. The question is what are we going to do about it?"

Throughout the week, delegates debated and passed resolutions on organizing, jobs, health and safety, immigration, shared prosperity, political action, workers' rights and more.

The overriding message was that the union movement needs to be wider, deeper, more inclusive and active in organizing workers, not in words, but in deeds. These American heroes, sisters and brothers, is not with talk, but with action. With innovation. Are you ready to get started?"

BANKRUPTCY REFORM Resolution Passes UNANIMOUSLY



AFL-CIO President Richard Trumka (center) was reelected to a second term as head of the labor federation; AFL-CIO Secretary-Treasurer Elizabeth Shuler (left) was reelected to a second term and delegates elected Tefere Gebre as executive vice president (right).

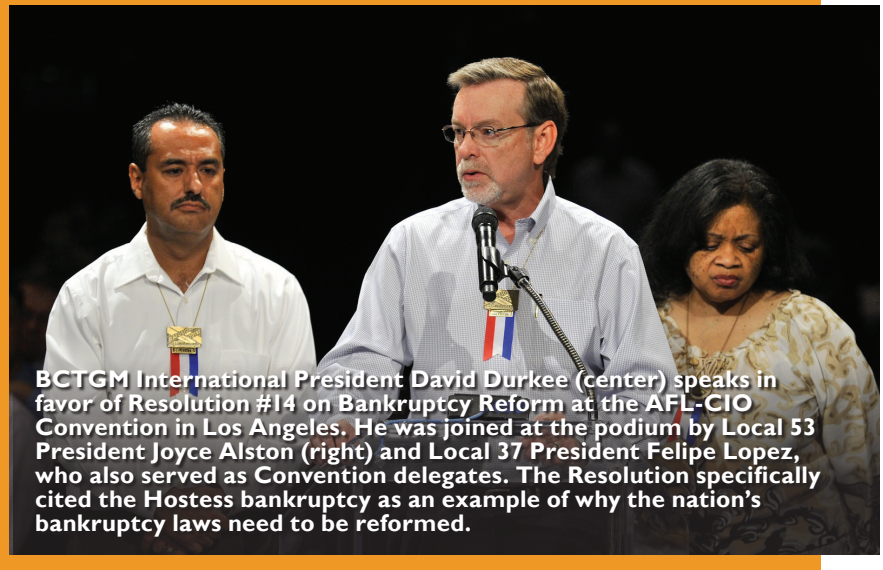
Convention delegates unanimously passed Resolution 14: One Law for Workers, Another For Bankers—Bankruptcy Abuses and the Unfinished Business of Financial Reform. The resolution addresses the need to reform America's bankruptcy laws to better shield workers from harm in the form of broken pension and health care promises and to diminish economic hardship that comes from these bankruptcies.

Look no further than the bankruptcy story of Hostess Brands, where on two separate occasions in the 2000s, BCTGM members, made tremendous sacrifices to help the company emerge from bankruptcy. Yet, management did not reinvest those wage and benefit concessions back into the company. The company improperly diverted workers' pension contributions to fund its operations and gave its CEO a 300 percent pay increase. When it became clear the workers were going to fight these maneuvers, the company declared bankruptcy in 2012.

In speaking on behalf of the resolution on the convention floor, BCTGM International President David Durkee reflected on the Hostess bankruptcy noting, "Despite the threat of liquidation, BCTGM members fought back against Wall Street by striking the company and taking the fight to Main Street—their only viable option in a bankruptcy system rigged against workers."

From the body of the resolution:

The labor movement demands reform of our nation's bankruptcy laws in order to protect workers from disproportionate economic sacrifice. Reform must provide better protection for unpaid wages and benefits and grant workers a separate claim in bankruptcy court for lost pension benefits. Bankruptcy reform should curb executive pay by ensuring that executives do no better than ordinary workers in bankruptcy and by limiting management "incentive" compensation programs. Personal bankruptcy law should be amended to help young workers facing crushing student debts and homeowners facing foreclosure with underwater mortgages. Finally, reforms must prevent employers from using bankruptcy to abolish collective bargaining agreements at will.



BCTGM International President David Durkee (center) speaks in favor of Resolution #14 on Bankruptcy Reform at the AFL-CIO Convention in Los Angeles. He was joined at the podium by Local 53 President Joyce Alston (right) and Local 37 President Felipe Lopez, who also served as Convention delegates. The Resolution specifically cited the Hostess bankruptcy as an example of why the nation's bankruptcy laws need to be reformed.

BCTGM Rolls Out Organizing in

With a renewed emphasis on leadership and organizing training, the BCTGM International Union has begun hosting organizing conferences throughout North America. These conferences are focused on developing the organizing skills of local leaders, shop stewards, as well as rank and file members. The first two organizing conferences were held in Fargo, N.D. and Des Moines, Iowa in July and September, respectively.

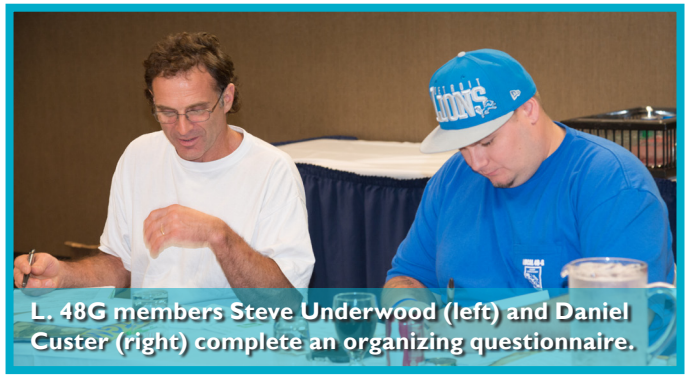
Noting the importance of organizing training, International President David Durkee emphasized that organizing is the lifeblood of the labor movement and is essential for its very survival. "The BCTGM has always placed a premium on organizing, but in today's vicious anti-worker environment, we thought it would be of great assistance to our Locals if we held these trainings to help reinvigorate their organizing efforts," says Durkee.

The first organizing conference was held in Fargo and focused primarily on internal organizing efforts at American Crystal Sugar facilities throughout the Red River Valley. Participants included local leadership and shop stewards from BCTGM Locals 167G (Grand Forks, N.D.), 267G (Crookston, Minn.), 369G (Renville, Minn.) and 372G (Hillsboro, N.D.).

American Crystal Sugar workers were locked out by the company for 22 months in a bitter and hard-fought struggle that ended in April 2013. During the conflict, hundreds of workers either retired or moved on to other employment. Returning BCTGM members were faced with the prospect of working alongside contract employees who had run the facilities during the lockout. Local leadership wanted the training to focus on ways the Locals could help strengthen and



L. 10G members Don Clark (left) and Mark Randall (right) discuss organizing strategy.



L. 48G members Steve Underwood (left) and Daniel Custer (right) complete an organizing questionnaire.



Fifty stewards from 10 local unions successfully completed the organizing seminar on Sept. 10.

Training Midwestern U.S.

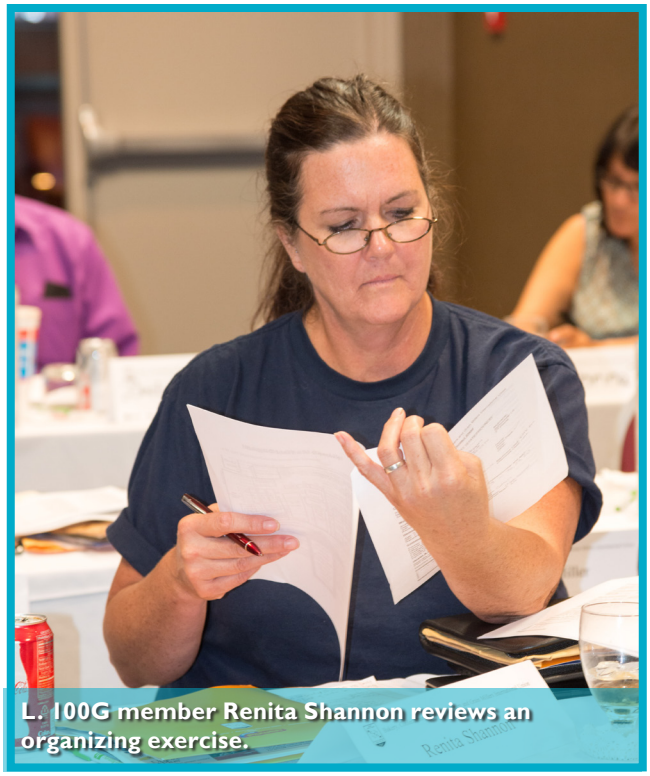
mobilize the membership after the lockout and help bring the contract workers into the union.

According to International Director of Organization, John Price, internal organizing and mobilizing can be just as important as new-member organizing. "Our overall strength lies in our membership and each local union is only as strong as their members," said Price.

The second organizing conference in Des Moines focused on both internal and new member organizing. Locals from throughout Midwestern U.S. attended including Locals 1 (Chicago), 10G (Cedar Rapids, Iowa), 22 (Minneapolis), 36 (Davenport, Iowa), 48G (Keokuk, Iowa), 50G (Omaha, Neb.), 100G (Cedar Rapids, Iowa), 300 (Chicago), 389G (Avon, Iowa) and 433 (Sioux City, Iowa).

The conference, led by International Vice President Jethro Head, featured presentations conducted by International staff, small group exercises, roll-play sessions, and break-out working groups. Each part of the conference focused on a particular aspect of internal or new member organizing. Participants were encouraged to discuss the challenges they faced in organizing and larger group discussions focused on tactics and strategies that could be used to overcome various obstacles.

"No two organizing conferences will be the same," notes Durkee. "Locals have different needs—especially in different parts of the country — and we want to tailor our conferences to meet those needs and differences."



L. 100G member Renita Shannon reviews an organizing exercise.



L. 433 members Monica Jimenez (left) and Julio Valdez (right) discuss strategy as they develop an organizing plan.



L. 22 members Michelle Toche (left) and Jerry Ockenfels listen to a presentation on organizing tactics.



L.1 members create a mock plant diagram.

STRENGTH and Change for the Future:

At the 89th Session of the BCTGM International General Executive Board in Washington, D.C. on September 21, new leaders were elected to the Board as others announced their retirements.

BCTGM International President David B. Durkee praised the work of each board member, thanking those leaving the body for their many years of service. "Everything you have done as a part of the General Executive Board has helped shape and strengthen this union. We are all thankful for the part you've played in our proud history."

With that, Durkee and International Secretary-Treasurer Steve Bertelli presented retiring GEB members with special plaques to commemorate their time on the Board (see page 9).

New members, John Bethel, President of Local 192T (Reidsville, N.C.); Terry Lansing, Financial Secretary of Local 114 (Portland, Ore.) and Paula Steig, President of Local 433 (Sioux City, Iowa.), were officially sworn in as GEB members during the meeting.

"Your job on the GEB is an important one, you will help steer our Union into the future and the decisions you make here will help solidify that future. Congratulations to you all," stated Durkee.

New GEB Members

John Bethel, President of BCTGM Local 192T (Reidsville, N.C.) was elected by acclamation to the Region 4 Tobacco GEB seat, vacated by Barry Jenkins of Local 317T (Greensboro, N.C.)

Bethel joined the union in 1979 when he took a job at American Tobacco. He served as the Local's Vice President from 1989 to 1996. He first served as the Local's President from 1999 to 2005. He was elected to serve on the negotiation committee in 2008 and once again was elected Vice President in 2009. He became the President of Local 192T in June 2013 upon the retirement of Mike Wilson.

Gary Oskoian, Financial Secretary of BCTGM Local 68 (Baltimore), was elected to the GEB by acclamation to fill the position in Region 2 vacated by Vester Newsome of Local 57 (Columbus, Ohio).

Oskoian was "born and raised" in the B&C International Union. His father, Greg Oskoian, served as Executive Vice President of the International Union and in 1969, he was elected Secretary-Treasurer of the International Union, a position he served until he died in 1978.

Gary followed his father's footsteps into the baking industry and in 1978, he began working at the Thomas' English Muffin plant in Frederick, Md. He served as shop steward eight years and worked in the bakery for 18 years before he was appointed Assistant Business Manager of Local 68 in 1996. In 2001, Oskoian was elected Business Manager/ Financial Secretary-Treasurer, a position he continues to hold.

Oskoian is an Executive Board Member of the Baltimore Labor Council, AFL-CIO and volunteers extensively with the AFL-CIO Community Services of Baltimore.



BCTGM International President David Durkee (right) administers the oath of office to the newly elected members of the General Executive Board. Pictured here (from left) is John Bethel, President of Local 192T (Reidsville, N.C.); Terry Lansing, Financial Secretary of Local 114 (Portland, Ore.) and Paula Steig, President of Local 433 (Sioux City, Iowa.).

GEB Elects New Leaders, Plans Agenda

Jeff Webb, Financial Secretary of BCTGM Local 25 (Chattanooga, Tenn.), was elected to the General Executive Board by acclamation to fill the position in Region 4 vacated by Johnny Jackson of Local 42 (Atlanta).

Webb went to work at Rich Products in Murfreesboro, Tenn. in 1990. In 2002, he helped launch the union organizing campaign at the plant and continued to aggressively campaign for the union until the election was won in 2003 and workers proudly became members of Local 25. He was elected as the chief shop steward immediately and served that position until 2006 when he was hired as an Assistant Business Agent for the Local. He was elected as Local 25 Business Agent/Financial Secretary in April 2012 and reelected in February 2013. Webb has served as a member of Local 25 Executive Board since 2003.

Webb's passion is union organizing and he has served as a BCTGM rank-and-file organizer on the Country Oven campaign in Bowling Green, Ky.; the Kellogg campaign in Rome, Ga.; and the RJ Reynolds campaign in Winston Salem, N.C. In 2005, he completed an organizing course at the AFL-CIO Organizing Institute in Nashville, Tenn.

Earl Lublow, Financial Secretary of BCTGM Local 468 (Vancouver, B.C.), was elected to the General Executive Board by acclamation to fill the position in Region 5 vacated by Ron Piercey.

Lublow went to work as an oven and mixer person at Lucerne Foods from 1976 to 1993. He joined Local 468 in 1977. He served as a shop steward throughout most of his career at Lucerne. He held various Local Union Executive Board positions from 1980 to present.

GEB Retirements

At the 89th session of the General Executive Board (GEB) in Washington D.C. on September 21, International President David Durkee and Secretary-Treasurer Steve Bertelli presented retiring GEB members with special plaques thanking each for their years of service.

The September meeting marked the last for retiring Region 5 International President Sean Kelly, Local 57 (Columbus, Ohio) Financial Secretary Vester Newsome and Local 42 (Atlanta) Business Agent Johnny Jackson.



The special GEB plaque states:

The Constitution of the BCTGM International Union places tremendous responsibility in the General Executive Board. As such, your work during your tenure as a member of the General Executive Board was instrumental in advancing the best interests of the International Union and the well being of our membership. The officers and members of the BCTGM International Union offer this plaque as an expression of our deepest gratitude for your dedicated service as a member of the General Executive Board.

Pictured here following the presentation of the awards, from left to right, is International President Durkee, Sean Kelly (13 years), Johnny Jackson (10 years), Vester Newsome (7 years), and International Secretary-Treasurer Bertelli.

Canadian Vice President Kelly Retires

After more than 53 years as a proud member of the union, Sean Kelly announced his October 1 retirement at the BCTGM General Executive Board (GEB) meeting on September 21.

"It has been an honor to serve this union for so many years," noted Kelly in his brief remarks at the GEB banquet. "To work for an organization, with such dedicated and kind folks like you all has been one of the highlights of my life."



International President David Durkee presented Kelly with a 50 year certificate and the rare 50-year gold membership card signifying his long standing with the union. Additionally, Kelly received a special plaque signifying his 13 year membership on the GEB.

Kelly left Northern Ireland in 1960 and moved to Toronto where he took a union job at Rothmann's Tobacco Company and became a member of Tobacco Workers Local 319. His involvement in a strike the following year led him to become more active in the local and he was soon elected a shop steward and an executive board member.

In 1964 Kelly was elected as the local's vice president. The following year he was elected president, a position the membership annually reaffirmed until 1972 when the Tobacco Workers International Union appointed him International Representative. As a result of the 1978 merger that created the BC&T, Kelly's responsibilities expanded into the bakery and confectionery sector, which included serving as supervisor of Locals 264 and 181 in Toronto.

He was elected as Region 5 International Vice President in March 2000 by the GEB and was subsequently reelected at the union's Constitutional Convention in 2002, 2006, and 2010.

Kelly will retire to his home in Bramela, Ontario where he lives with his wife, Loretta, whom he has been married to for 53 years. They have two grown children and three granddaughters.

Piercey Elected Region 5 Vice President

At the 89th session of the General Executive Board in Washington D.C. on September 21, Ron Piercey was elected by acclamation to fill the position of Region 5 International Vice President. He replaces Sean Kelly, who retired October 1.

Piercey has been a member of the BCTGM for more than 40 years and has served in a variety of leadership roles for the union. He began his career as a service technician in the 1960s with Goodyear Tire and Rubber, where he served as a union steward for the Rubber Workers union. In 1970, Piercey went to work as a service repair technician for Benson and Hedges Tobacco Company. He served as a shop steward for BCTGM Local 325 until 1978 when he was elected president of the local, a position he served until 1982. In 1983, Piercey moved from Local 325 to Local 264 in Toronto and became the Principal Officer, a position he held until he was elected Region 5 International Vice President on September 21. Piercey was elected to the International General Executive Board in 2006.



Mikva Honors Durkee

Mikva Challenge works to engage young adults throughout Chicago to be active participants in the political process through elections, community problem solving, and policy-making programs.

The annual Summer Fundraiser, hosted by Marco Consulting Group, has provided invaluable support for Mikva's transformative youth leadership programs over the years. Celebrating the event's 15th year, BCTGM International President David B. Durkee, was honored for his contributions to democratic participation on August 8th 2013 at the International Brotherhood of Electrical Workers Local Union Hall in downtown Chicago.

At the event, attended by more than 300, including a number of Mikva youth leaders, Durkee shared his passion for civic engagement and emphasized the need to champion the rights of workers through public policy and civic action.



BCTGM Intl. Pres. David Durkee and Jack Marco of Marco Consulting Group pose for a photo with a group of Mikva youth leaders.

United Way



On July 26, 2013 BCTGM Local 42 (Atlanta) participated in the homeless outreach program of the United Way of Atlanta. According to Local 42 Vice President Darrell Lane, the effort was one of Local's first community service projects. BCTGM members joined together with representatives from various other unions and community and faith organizations in assisting those who live on city streets and in alleys into shuttle vans for transportation to transitional housing. In metro Atlanta there are 7,500 people who are homeless. The Atlanta United Way provides housing that is connected to support services. The effort has moved 55 people from the street into homes in the last year. Pictured here is the Local 42 group, which includes L. 42 member Darold Johnson and his son and daughter; L. 42 member Katie Horton, UFCW member Crystal Medrano, L. 42 VP Darrell Lane, United Way Labor Liaison Kelly Temple and L. 42 member Watson Porter.

Retirement Gift



Local 364 (Portland, Ore.) Vice Pres. John Murphy was recently presented with a retirement gift from the Local following his retirement from the Frito-Lay plant in Vancouver, Wash. after 46 years. In his service to the Local, Murphy served as President, Business Agent, Chief Trustee, Executive Board Member and most recently, Vice President. At Frito-Lay, Murphy served as Chief Steward and was involved in every contract negotiation since the Frito plant opened in 1972. Pictured here presenting Murphy (right) with a retirement gift is Intl. Rep. Eric Anderson.

60th Anniversary



Former BCTGM Local 114 (Portland, Ore.) officer Noel Johnson and his wife, Nancy, recently celebrated their 60th wedding anniversary. They were married September 1, 1953. Noel worked for Steins Bakery before serving in the U.S. Army for three years. After Army service, Noel resumed his baking career for 17 years. Noel was elected and served as Business Agent for Local 114 for 10 years before being elected principal officer, a position he served for another 10 years. The Johnson's moved into a newly built home in Woodland, Washington in 1990. Soon after his retirement from the local, Noel established the web site, www.LewisRiver.com, which spotlights local community events.

RyKrisp Awards

BCTGM Local 22 (Minneapolis) members employed at the RyKrisp facility in Southeast Minneapolis have a long and proud union history. Of the 23 BCTGM members working at the plant, 13 were recently eligible for 25 year service awards; three received 40 year awards; and, one was presented with a 50 year award. The following members were presented with service awards: Mary Blomquist (25,40 and 50), Terrance Kamp (25,40), Paul Moellenhoff (25, 40), James Ranfranz (25, 40), Aivars Feders (25), Larry Lamert (25), Charles Lindskoog (25), Richard Moberg (25), Laurence Moreland (25), James Novack (25), Suzanne Noyes (25), Karen Sura (25), Joni Waste (25). Pictured here are some of the proud RyKrisp workers.



Celebrating Labour Day



In Burnaby, B.C., BCTGM Local 468 members (Vancouver, B.C.) hand out free samples of Brookside Chocolate at the Fraser Valley Labour Day Picnic and parade. Pictured here is Local 468 Second Vice President Bonnie Green and her fellow Brookside Foods union members. BCTGM members produce Brookside chocolates which feature soft fruit flavored centers covered with dark chocolate. BCTGM-made Brookside flavors include Dark Chocolate Pomegranate, Dark Chocolate Açai and Blueberry and Dark Chocolate Goji and Raspberry.

BCTGM International Scholarship Program



The 2014 BCTGM International Scholarship Program will award five $2,000 one-time scholarship awards.

The program is open to members of the BCTGM and to the children of members, all of whom must meet the eligibility requirements.

At least one of the five scholarships is designated for a Canadian member. One of the five scholarships may be awarded to an active member of BCTGM.

The International Union will deposit a one-time sum of $2,000 for each scholarship winner with the accredited college, recognized technical or vocational post-secondary school at which the award winner registered and is attending.

To learn more about this special BCTGM membership feature, you can find the official rules and regulations for the 2014 BCTGM International Scholarship Program and the application on the International's website, www.bctgm.org.

Canadian Council

Convenes Conference in Niagara Falls

Delegates from Edmonton to St. John's converged on Niagara Falls, Ontario for the biennial Canadian Council Conference September 28-30, 2013. Twenty-three delegates from 11 locals representing thousands of Canadian BCTGM members met to discuss political activities, hear reports from local unions, discuss trends in BCTGM industries and listen to presentations made by the International Executive Officers.

The 2013 Conference featured many "firsts." International President David Durkee attended his first Canadian Conference as International President, although he had attended many in his former position of International Secretary-Treasurer. This was also the first Conference attended by Steve Bertelli as International Secretary-Treasurer, as well as John Price as Director of Organization.

In addition, President Durkee administered the oath of office to new Canadian Vice President Ron Piercey. Piercey replaces Sean Kelly who retired from the BCTGM after 53 years (see page 10).

The Conference was an energetic meeting, according Vice President Piercey, who opened the event. He spoke enthusiastically about the future of the BCTGM in Canada and about the prospects for new member organizing. International President Durkee reinforced those themes in a rousing speech to the delegates. Durkee highlighted some of the recent BCTGM successes, but also spoke about the challenges the Union faces, in both Canada and the United States.

The Conference also featured addresses by Bertelli and Price, lively group discussions, and reports from the local unions and International Representatives Karl Walker and Sylvain Gagne.

Assistant to the President Harry Kaiser spoke to the delegates about the need to get involved in the political process: to elect politicians that are sympathetic to the needs of working families, and for local unions to get involved in legislative battles that affect BCTGM members and their industries throughout Canada.

Attending the Conference were delegates from Locals 55 (Laval, PQ), 252 (Calgary, AB), 261T (Quebec City, PQ), 264 (Toronto), 350 (Montreal), 382 (St. Lambert, PQ), 406 (Moncton, NB), 410 (St. John's, NF), 446 (Halifax, NS), and 550 (Lachine, PQ).



BCTGM POWER

Benefits for UNION Pets



If you have a pet, think about how much money you spend. Wouldn't you like some discounts to help curb your costs?

Union Plus Pet Savings is a pet health care savings program providing discounts for all veterinary services, including routine pet health care and coverage for all animals.

Union Plus Pet Savings program may be used in conjunction with traditional pet insurance to save you even more money on all veterinary bills.

- **Cut the cost of routine veterinarian services for all the pets in your household.** Join BCTGM Power/ Union Plus Pet Savings through Pet Assure and save 25 percent every time you visit a veterinarian in PetAssure's growing network of participating vets.
- **Save up to 30 percent on other pet services** such as pet boarding, pet training and more.
- **Order pet food, medication, toys** and receive other discounts through the online Union Plus Pet Store: **store.unionpluspets.com**

More information: UnionPlusPets.com or call 1-888-789-PETS

(call 9 am - 5 pm ET M-F and use program code **UP2003)**

BCTGM Son Wins 2013 Union Plus Scholarship

Union Plus has awarded $150,000 in scholarships to 115 students representing 36 unions, including the son of a BCTGM Local 24 (San Francisco) member.

Henry Qiu, the son of Local 24 Safeway baker Chao Ying Qiu, has been awarded a $3,000 scholarship. This is the second time the University of California Davis student has won the Union Plus scholarship. He is majoring in biological sciences with the hope of becoming a surgeon.

Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Since the program began in 1991, Union Plus has awarded more than $3.5 million in educational funding to more than 2,300 union members, spouses and dependent children. Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor.

Applications for the 2014 Union Plus Scholarship are now available online at:
www.unionplus.org/college-education-financing/union-plus-scholarship

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HALLOWEEN the BCTGM-MADE Way!

Enjoy a union friendly Halloween this year with these BCTGM-made products!

Just Born, Inc – PEEPS Jeepers Peepers Ghosts, PEEPS mini-pumpkins, Mike and Ike Vampire Variety, Mike and Ike Mummy Mix, Hot Tamales, Goldenberg's Peanut Chews



Annabelle Candy Company – Rocky Road, Abba Zaba, Look, Big Hunk and U-No.





Tootsie Roll Industries, Inc. – all varieties of Tootsie Roll products, Dots.



Hershey – Hershey Chocolate Bars and Miniatures, Hershey Kisses, Fifth Avenue, Zagnut

Ghirardelli Chocolate – Pumpkin Spice Caramel Squares, Solid Milk, Milk & Caramel, Solid 60% Cacao Dark and Dark & Sea Salt Caramel and all varieties of chocolates.

New England Confectionery Company (NECCO) – Candy Cauldron Mix, CLARK Bar Wicked Mix, Halloween Candy Buttons, Mary Jane peanut butter chews.



Nestle Chocolate – Nestle Boo Bag, Laffy Taffy, Flips Pretzels, Baby Ruth, Butterfinger, BB's and Pearson's Nips.



Discover more union-made treats by visiting www.bctgm.org!